

**LYNETTE A. ROSS**  
**ARBITRATOR**  
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### **EDUCATION**

**M.S.**, Rutgers University, Institute of Management and Labor Relations **1983 - 1985**  
Industrial Relations and Human Resources (IRHR), **Concentration in Neutral Training**  
IRHR Merit Award Recipient for Outstanding Academic Achievement

**B.S., Cum Laude**, Nazareth College of Rochester **1978 - 1982**  
Management Science/Psychology Concentration  
Modern Foreign Languages (French and Italian)

### **EMPLOYMENT EXPERIENCE**

**LABOR ARBITRATOR** **2003 - Present**

Current and prior appointments as Neutral Member to tripartite Public Law Boards and Special Boards of Adjustment as established by the National Mediation Board include:

Public Law Board No. 6710 BNSF and IAMAW  
Public Law Board No. 7646 Gary Railway Co. and IAMAW  
Public Law Board Nos. 6823, 7492, 7696 CSXT and SMART-TD  
Special Board of Adjustment No. 1106 Norfolk Southern Railway and NCFO  
Public Law Board Nos. 7541 and 7743 BNSF and SMART-TD  
Public Law Board No. 7738 Norfolk Southern and TCU  
Public Law Board No. 7440 Kansas City Southern and NCFO  
Public Law Board No. 7762 Indiana Harbor Belt Railroad Co. and IAMAW  
Public Law Board Nos. 4494, 6870 and 7389 Norfolk Southern and SMART-TD  
Public Law Board Nos. 6719, 7029 and 7779 Union Pacific and SMART-TD  
Public Law Board No. 7683 BNSF and SMART-TD  
Public Law Board No. 7581 CSXT and TCU  
Public Law Board No. 5760 Kansas City Southern and SMART-TD

Has adjudicated a broad range of labor disputes involving issues such as: absenteeism, arbitrability, conduct, contract interpretation, discharge, discipline, drug & alcohol offenses, use of electronic devices, furlough and recall, injury and safety rule compliance, just cause, management rights, medical fitness for duty, misconduct, overtime, scope of work, seniority and job bidding, subcontracting, vacation entitlement, violence and threats, work assignments, work performance, work rule adherence. Selected as Neutral/Referee Member for arbitrations occurring under the labor protective conditions (New York Dock Protective Conditions) imposed in railroad mergers by the U. S. Surface Transportation Board (formerly ICC).

### **PUBLISHED CASES AS ADMINISTERED BY FMCS AND AAA**

**125 LA 1437; 126 LA 400, 127 LA 48, 127 LA 499, 129 LA 1356, 131 LA 1329, 132 LA 985, 132 LA 1216, 132 LA 1648, 133 LA 1569, 135 LA 817, 135 LA 1837, 137 LA 169; 137 LA 725, 137 LA 1167, 137 LA 1734, 138 LA 397, 138 LA 479; 138 LA 1176; 138 LA 1501; 139 LA 489; 139 LA 1703; 2019 BNA LA 25; 2020 BNA LA 1231; 2020 BNA LA 1741**

**MEDIATOR****Student Mediator Trainer, Anderson Co. Middle School****2004 - 2006**

Conducted student meditation training for middle school students selected to help their peers resolve appropriate conflicts under guidance staff supervision. Assisted staff in promoting the student mediation program throughout the school and community and in conducting student mediator follow-up training.

**Mediation Center of Kentucky, Inc., Lexington, KY****2000 - 2005**

Mediated disputes for the Fayette District Small Claims Court through its court-annexed mediation program by helping litigants resolve their disputes through the use of alternative dispute resolution strategies, thereby reducing the number of cases adjudicated by the Court.

**VARIOUS LABOR RELATIONS POSITIONS****1985 - 1999****Conrail, Inc., Philadelphia, PA and field locations (Selkirk, NY & Mt. Laurel, NJ)**

Extensive experience in all areas of rail industry labor relations and railroad operations through various labor relations positions held at field locations and at headquarters. Handled thousands of grievances, discipline cases, labor protection claims and claims arising under work equity agreements. Trained labor relations officers and field managers on correct interpretation of labor agreements. Maintained annual seniority rosters for all crafts. Served on Labor-Management Health and Welfare Benefits Subcommittee, Supplemental Unemployment Benefit Plan Re-engineering Team, Threat Assessment Team, and various labor-management quality improvement and safety teams. Trained clerical employees on TCU National Salary Plan. Assisted Human Resources Department in recruiting, testing and interviewing potential new-hires. Participated on arbitration boards, researched proposals for national contract negotiations and negotiated local agreements.

**GRADUATE STUDENT INTERN****1984 - 1985****National Labor Relations Board, Region 22, Newark, NJ, Rutgers University, Cooperative Education Program**

Conducted representation elections at various industries in the Newark metropolitan area. Investigated certification and de-certification election petitions. Investigated unfair labor practice charges. Successfully obtained settlement or withdrawal of certain charges and wrote recommendations for final disposition of cases.

**ARBITRATION PANELS & PROFESSIONAL ASSOCIATIONS**

Member, National Academy of Arbitrators

American Arbitration Association (Webinar instructor; June 2011)

District 12 Coal Arbitration Panel (United Mine Workers of America and Bituminous Coal Operators' Association) – 2008 - 2010

Federal Mediation & Conciliation Service Roster of Arbitrators (Region5)

National Mediation Board Roster of Rail Referees (Webinar instructor; March 2012)

Social Security Administration/American Federation of Government Employees (SSA/AFGE) Arbitration Panel 9 – 2012-2018

Guest Panelist - National Academy of Arbitrators Southeast Region (2010 & 2011)

National Association of Railroad Referees (Former Regional Vice-President; Panelist and Panel Moderator at various annual meetings; Annual Meeting Program Co-Chair 2011& 2012)